

2016 PERB CONFERENCE AGENDA

DAY 1: THURSDAY, SEPTEMBER 22, 2016

<u>8:00 – 9:00</u>	REGISTRATION (Light breakfast items provided)	[Iowa Foyer]
<u>9:00 – 9:45</u>	WELCOME & CASE LAW UPDATE <ul style="list-style-type: none">Jan Berry, Administrative Law Judge, PERB Berry will review significant PERB and court decisions concerning chapter 20 which have been issued since the last PERB conference	[Iowa A]
<u>9:45 – 10:45</u>	THE CHANGING FACE OF CONCERTED AND PROTECTED ACTIVITY <ul style="list-style-type: none">Jim Hanks, Ahlers Law Firm, Des Moines <i>Mary Gannon, Moderator</i>	[Iowa A]
<u>10:45 – 11:00</u>	BREAK	[Iowa Foyer]
<u>11:00 – 12:00</u>	SCHOOL FINANCE FOR ARBITRATORS (Session 1 of 2)* <ul style="list-style-type: none">Jon Studer, Iowa State Education AssociationShawn Snyder, Iowa Association of School Boards <i>Mary Gannon, Moderator</i> <p>This session will focus on how K12 education is funded, the various funds and the purposes for which those funds can and cannot be used.</p>	[Iowa B]
	UNIT ISSUES AND UPDATES <ul style="list-style-type: none">Jasmina Sarajlija, Administrative Law Judge, PERBAmber DeSmet, Administrative Law Judge, PERB <p>For those new to Iowa Code chapter 20 and those wanting a refresher, PERB ALJs will discuss the procedures used for determining, amending, and clarifying bargaining units and certifying or amending existing employee organizations. ALJs will also review Iowa Code section 20.4 relating to exclusions of public employees from bargaining units and section 20.13 factors used in determining appropriate bargaining units.</p>	[Iowa C]
	MEDIATOR TRAINING <ul style="list-style-type: none">Susan Bolte, Administrative Law Judge, PERBMike Cormack, Chair, PERB	[Iowa D]
	THE OTHER FORUM TO WATCH – NLRB UPDATE <ul style="list-style-type: none">Jeff Krausman, Dickinson Law, P.C.Mark Hedberg, Hedberg & Boulton, P.C. <i>Diana Machir, Moderator</i>	[Iowa E]
<u>12:00 – 1:00</u>	LUNCH – (Buffet-style provided)	[Iowa A]
<u>1:00 – 2:00</u>	SCHOOL FINANCE FOR ARBITRATORS (Session 2 of 2)* <ul style="list-style-type: none">Jon Studer, Iowa State Education AssociationShawn Snyder, Iowa Association of School Boards <i>Mary Gannon, Moderator</i>	[Iowa B]

	AVOIDING IMPASSE – Prepping for Negotiations, Negotiating, Mediation and Negotiability <ul style="list-style-type: none"> • Matt Brick, Brick Gentry, P.C. • Jon Thomas, Teamsters Local 238 <i>Susan Bolte, Moderator</i> 	[Iowa C]
	LMC/IBB – Finding solutions is easy, getting the right problem on the table is difficult <ul style="list-style-type: none"> • Shane Davis, FMCS <i>Jamie Van Fossen, Moderator</i> 	[Iowa D]
<u>2:00 – 2:15</u>	BREAK – (Light snacks provided)	[Iowa Foyer]
<u>2:15 – 3:15</u>	ARBITRATOR TRAINING – Updates, Issues and Answers* <ul style="list-style-type: none"> • Susan Bolte, Administrative Law Judge, PERB • Mary Gannon, Board Member, PERB This session will focus on changes to the rules impacting arbitrators and arbitration in the past few years, the new ch. 14 rules and teacher termination adjudications. 	[Iowa C]
	INTEREST ARBITRATOR PANEL <ul style="list-style-type: none"> • Mike Thompson, Arbitrator • Ruth Robinson Weatherly, Arbitrator <i>Jasmina Sarajlija, Moderator</i> 	[Iowa D]
	PROHIBITED PRACTICE OR IS IT? <ul style="list-style-type: none"> • Ann Smisek, Ahlers & Cooney, P.C. • Jay Hammond, Iowa State Education Association <i>Diana Machir, Moderator</i> <p>Attorneys explain what constitutes a prohibited practice within the meaning of Iowa Code section 20.10 and examine considerations from both the union and management perspectives in different fact scenarios.</p>	[Iowa B]
	AFFINITY – An Alternative to Costing <ul style="list-style-type: none"> • Steve Millen, FMCS <i>Mike Cormack, Moderator</i> <p>The FMCS-developed Affinity Model of Collaborative Bargaining is a highly creative and innovative model that uses collaborative principles to reach tentative agreements on both non-economic AND economic issues in record time. Join this interactive, hands-on session to learn how you can experience more fluid and inclusive collaboration in the bargaining process.</p>	[Iowa E]
<u>3:30– 4:30</u>	LABOR RELATIONS ETHICS <ul style="list-style-type: none"> • Michael Streit, Ahlers & Cooney, P.C., Former Iowa Supreme Court Justice <i>Mary Gannon, Moderator</i> <p>Justice Streit will be playing Labor Relations Ethics Jeopardy with some lucky attorneys – and the attendees. Make sure your labor ethical knowledge and PERB trivia is up to date!</p>	[Iowa A]
<u>4:30 – 6:30</u>	RECEPTION (hors d'oeuvres provided)	[Courtyard]

DAY 2: FRIDAY, SEPTEMBER 23, 2016

<u>7:30 – 8:30</u>	FULL BREAKFAST BUFFET (provided)	[Courtyard]
<u>8:45 – 9:45</u>	EFFECTIVE MEDIATION STRATEGIES <ul style="list-style-type: none">• Wayne Bauman, Iowa State Education Association• Steve Weidner, Swisher and Cohrt, Waterloo <p><i>Susan Bolte, Moderator</i></p> <p>This session will focus on ensuring timely, efficient and satisfying outcomes for mediations. Learn the tips to help you hone your mediation skills to get what you or your client need from mediation.</p>	[Iowa A]
<u>9:45 – 10:45</u>	GRIEVANCE ARBITRATION <ul style="list-style-type: none">• Jeff Jacobs, Arbitrator• Lisa Kohn, Arbitrator• Hugh Perry, Arbitrator <p><i>Susan Bolte, Moderator</i></p> <p>Veteran arbitrators will provide feedback on how they see grievance arbitrations play out and provide feedback for how best advocates should present their best case before an arbitrator.</p>	[Iowa A]
<u>10:45 – 11:00</u>	BREAK (Light snacks provided)	[Iowa Foyer]
<u>11:00 – 12:00</u>	ARBITRATOR TRAINING* <ul style="list-style-type: none">• Jeff Jacobs, Arbitrator• Lisa Kohn, Arbitrator• Hugh Perry, Arbitrator• Susan Bolte, Administrative Law Judge, PERB• Mary Gannon, Board Member, PERB <p>This session is for those fairly new to arbitration to find out the nuts and bolts of arbitration – processes, timelines, etc.</p>	[Iowa B]
	ANNUAL REPORTS AND E-FILING <ul style="list-style-type: none">• Amber DeSmet, Administrative Law Judge, PERB• Jasmina Sarajlija, Administrative Law Judge, PERB <p>As PERB continues to improve the capabilities of the electronic filing system, including e-filing of annual reports and other documents for employee organizations, this session contains information for current and new users of the electronic system. PERB will provide training on e-filing of annual reports and a refresher on other e-filing functions.</p>	[Iowa C]
	LEGISLATIVE SEARCHING/ARCHIVES – Finding New and Old Administrative Rules and Bills <ul style="list-style-type: none">• Emily Kramer, Legislative Services Agency, Computer Services Division <p><i>Jamie Van Fossen, Moderator</i></p> <p>The Iowa General Assembly website contains a vast array of information for representatives, attorneys, and others interested in the legislative process. This session is designed for researchers looking to access information about new and old Iowa laws, administrative rules, and bills. The Legislative Service Agency's computer division will provide an overview and training on the tools publicly available on the legislative website.</p>	[Iowa D]
	NAVIGATING PERB's SEARCHABLE DATABASE/MICROSEARCH <ul style="list-style-type: none">• Susan Kelly, President, Microsearch <p><i>Diana Machir, Moderator</i></p> <p>MicroSearch president provides an update of the PERB searchable databases and outlines search techniques for PERB, court, and neutral decisions. Susan will also demonstrate a MicroSearch newest product, VideoSearch, which enables the creation of online video libraries with advanced features that allow users to search the full transcripts of videos, watch and read along with a scrolling transcript, and create virtual clips to share with colleagues.</p>	[Iowa E]
<u>12:00 – 12:45</u>	STATE OF IOWA BUDGET <ul style="list-style-type: none">• Jeff Robinson, Fiscal Analyst, Legislative Services Agency	[Iowa A]

*Arbitrator Track – All can attend but arbitrators are strongly encouraged to attend. Those intending on arbitrating or mediating K-12 education cases should attend.

**Approved for Federal CLE credit

***Approved for 9.5 Iowa CLE credits, 1.0 Ethics credit. Activity number 236889. We will also be submitting for School Business Manager credits.

THANK YOU ALL FOR ATTENDING!